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Department of Labour, Canada

Minister—Senator the Hon. G. D. Robertson

Deputy Minister—H. H. Ward

Bulletin No. 10

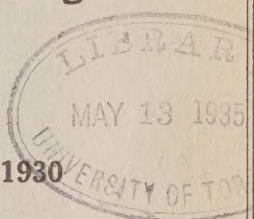
Industrial Relations Series

Canadian Railway Board of Adjustment No. 1

Fourth Report of Proceedings of Board

Covering Period

October 1, 1927, to September 30, 1930



In continuation of:

First Report issued under date of October 1, 1920, covering period from
August 7, 1918, to August 31, 1920;

Second Report under date of October 1, 1923, covering period from
September 1, 1920, to September 30, 1923;

and

Third Report under date of October 1, 1927, covering period from
October 1, 1923, to September 30, 1927

Official statement over signatures of Chairman
and Vice-Chairman of Board with
record of cases dealt with

Issued as a Supplement to the LABOUR GAZETTE, December, 1930

OTTAWA
F. A. ACLAND
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1930

BULLETINS
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- Bulletin 1.—Joint Councils in Industry.
- Bulletin 2.—Report of a Conference on Industrial Relations held at Ottawa, February 21-22, 1921.
- Bulletin 3.—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.
- Bulletin 4.—Employees' Magazines in Canada.
- Bulletin 5.—Canada and International Labour Conference.
- Bulletin 6.—International Labour Organization,—Laws of Canada bearing on Draft Conventions and Recommendations. (Out of print).
- Bulletin 7.—Canadian Railway Board of Adjustment No. 1, Report of proceedings of Board from September 1, 1920, to September 30, 1923.
- Bulletin 8.—National Conference Regarding Winter Employment in Canada—Held at Ottawa, September 3-4, 1924.—Report of Proceedings.
- Bulletin 9.—Canadian Railway Board of Adjustment No. 1, Report of Proceedings of Board from October 1, 1923, to September 30, 1927.

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CANADIAN RAILWAY BOARD OF ADJUSTMENT NO. 1

ROOMS 701-702 BANK OF NOVA SCOTIA BUILDING, 437 ST. JAMES STREET

MONTREAL, October 1, 1930.

THE Fourth Report of Canadian Railway Board of Adjustment No. 1 is submitted herewith. It covers the Board's operations for the period from October 1, 1927, to September 30, 1930.

This Board was formed on August 7, 1918, by voluntary agreement between the Railways of Canada, as represented by the Canadian Railway War Board, and the six Railway Service Organizations as enumerated in the Memorandum of Agreement attached hereto.

On April 15, 1921, a new Agreement was executed between these six Organizations and the Railway Association of Canada, representing the Canadian Railways, by which the operations of the Board were continued and under which it has since functioned. Copy of this Agreement follows and outlines the objects for which the Board was created and its method of operation:—

MEMORANDUM OF AGREEMENT made between The Railway Association of Canada, acting for the Railways of Canada, whose names appear in Appendix "A" herEOF, members thereof, of the one part; and

The Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, and the United Brotherhood of Maintenance of Way Employees and Railway Shop Labourers, acting for the said classes of employees of the said railways, of the other part.

Whereas the parties hereto, guided by a desire to aid in the preservation of industrial peace in the Dominion of Canada, have resolved upon the appointment of a Board composed of members to be selected as hereinafter prescribed, which shall have full power and authority to determine all differences which may arise between any of the said railways and any of the classes of its employees above-mentioned, and which are not settled between the officers and employees of the railway concerned, including the interpretation of wage schedules or agreements, having due regard to the rights of the several classes of employees and of the railways respectively.

Now, therefore, it is agreed by and between the parties as follows:—

1. The Board appointed in pursuance of the terms of agreement dated August 7th, 1918, between the parties hereto, known as Canadian Railway Board of Adjustment No. 1 shall be continued subject to change or dissolution as provided for herein.

2. The Board shall consist of twelve members, six to be selected by the Railway Association of Canada and compensated by the railways, and six by the Executive Officers of the organizations of employees hereinbefore named, and compensated by such organizations.

3. The officers of the Board shall consist of a Chairman and a Vice-Chairman who shall be members of the Board and elected by the Board, and a Secretary appointed by the Chairman subject to approval of the Board.

The Chairman and Vice-Chairman shall serve for a period of one year from date of election. In case of vacancy, the position shall be filled for unexpired portion of term by the election of a member of the Board.

The Chairman or Vice-Chairman shall preside at meetings of the Board, and both are required to vote upon the adoption of all decisions by the Board.

4. The Board shall meet regularly at stated times and continue in session until all matters placed before it at the commencement of the session in accordance with its regulations, have been considered.

5. Unless otherwise mutually agreed, all meetings of the Board shall be held in the City of Montreal, P.Q., provided that the Board shall have authority to empower two or more of its members to conduct hearings and pass upon controversies when properly submitted, at any place designated by the Board, provided, further, that such division of the Board shall not be authorized to make final decision. All decisions shall be made, approved, or ratified by the Board as herein provided.

6. Should a vacancy occur in the Board such vacancy shall be filled immediately by the same appointive authority which made the original selection.

7. The Board shall render decisions on all matters of controversy arising from interpretations of wage agreements and other matters in dispute, as provided in the preamble herEOF, and when submitted to the Board in accordance with its regulations.

8. All disputes, including personal grievances, or controversies arising or pending under interpretation of wage agreements between officials of a railway and its employees covered by this agreement, are to be handled in the usual manner by General Committees of the employees up to and including the Chief Operating Officer of the railway. (or someone officially designated by him), when if an agreement be not reached, the Chairman of the General Committee of employees may refer the matter to the Executive Officer of the organization concerned, and if the contention of the Employees' Committee is approved by such Executive Officer, then the Chief Operating Officer of the railway and the Executive Officer of the organization, shall refer the matter with all supporting papers to the Board, which shall promptly hear and decide the case, giving due notice to the Chief Operating Officer of the railway and to the Executive Officer of the organization of the time set for hearing.

9. No matter will be considered by the Board unless officially referred to it in the manner herein described, provided, however, that no case having origin in circumstances which occurred prior to August 7th, 1918, (date of original agreement between Canadian Railway War Board and Labour Organizations upon which Canadian Railway Board of Adjustment No. 1

was founded), shall be referred to the Board except those arising out of disputes properly pending at the above-mentioned date.

10. In hearings before the Board, the railway shall be represented by such person or persons as may be designated by the Chief Operating Officer, and the employees shall be represented by such person or persons as may be designated by the Executive Officer of the organization.

11. All clerical and office expenses will be borne equally by The Railway Association of Canada and the Organizations above-mentioned. The railway directly concerned and the organizations involved in a hearing, respectively, will assume any expense incurred in presenting a case.

12. In each case an effort should be made by the disputants to present a joint, concise statement of facts, but the Board is fully authorized to require information in addition to such statement of facts, and may call upon the Chief Operating Officer of the railway or the Executive Officer of the organization for additional evidence, either oral or written. In event of a joint statement not being submitted, each disputant should furnish the other with a copy of his individual statement and each should give the other a copy of his supporting statement of the contention.

13. All decisions of the Board shall be approved by a majority vote of all members of the Board, except that in the event of a member of the Board presenting a case, such member shall not vote upon the decision of the case, and in order that the voting strength of each side may be equal, a member of the opposite side of the Board shall also refrain from voting.

14. After a matter has been considered by the Board, in the event a majority vote cannot be obtained, any six members of the Board may elect to refer the matter upon which no decision has been reached to a referee to be unanimously agreed upon by the Board, and in case of failure to agree, application shall be made to the Minister of Labour of the Dominion of Canada for appointment of a referee.

15. The Board shall keep a complete and accurate record of all matters submitted for its consideration, and of all decisions made by the Board.

16. A report of all cases decided, including the decisions, will be filed with the Railway Association of Canada, with the Chief Operating Officer of the railway affected, and with the Executive Officer of the organization concerned.

17. It is further agreed that the Board shall have like authority to determine differences between any of the railways represented herein and any other classes of employees of such railways, and between any steam railway in Canada not represented herein and the employees thereof, provided that the parties to the dispute shall make joint submission of the case to the Board and shall agree that the decision of the Board shall be accepted by each party as final and binding.

18. This Agreement shall remain in full force and effect until amended or terminated in accordance with the terms of Clause 19 hereof.

19. Should it be so desired by the Railway Association of Canada, representing the railways, or a majority of the Executive Officers of the organizations, representing the employees, this Agreement may be amended or terminated at any time during its existence upon service of thirty days' notice by the one party upon the other.

Signed on behalf of each of the above-named parties this 15th day of April, A.D. 1921.

THE
RAILWAY ASSOCIATION OF CANADA,
By (Sgd.) GRANT HALL,
Chairman, Operating Committee.
THE BROTHERHOOD OF LOCOMOTIVE
ENGINEERS,
(Sgd.) W. S. STONE,
By Ash Kennedy, A.G.C.E.
THE BROTHERHOOD OF LOCOMOTIVE
FIREMEN AND ENGINEMEN,
(Sgd.) W. S. CARTER, President,
By Geo. K. Wark, Vice-President.
THE ORDER OF RAILWAY CONDUCTORS,
(Sgd.) L. E. SHEPPARD, President,
By S. N. B.
THE BROTHERHOOD OF RAILROAD
TRAINMEN,
(Sgd.) W. G. LEE, President,
By J. M.
THE
ORDER OF RAILROAD TELEGRAPHERS,
(Sgd.) E. J. MANION, President,
By J. M. Mein, Deputy President.
THE UNITED BROTHERHOOD OF MAIN-
TENANCE OF WAY EMPLOYEES AND
RAILWAY SHOP LABOURERS,
(Sgd.) E. F. GRABLE, President,
By W. D.

Appendix "A"

CANADIAN NATIONAL RAILWAYS.
CANADIAN PACIFIC RAILWAY.
DOMINION ATLANTIC RAILWAY.
EDMONTON, DUNVEGAN AND BRITISH
COLUMBIA RAILWAY.*
ESQUIMALT AND NANAIMO RAILWAY.
GRAND TRUNK RAILWAY.
GRAND TRUNK PACIFIC RAILWAY.
NEW BRUNSWICK COAL AND RAILWAY
COMPANY.
QUEBEC CENTRAL RAILWAY.
TEMISKAMING AND NORTHERN ON-
TARIO RAILWAY.
TORONTO, HAMILTON AND BUFFALO
RAILWAY.

*Now Northern Alberta Railways.

Supplement to Agreement

On December 13th, 1927, with the approval of the Railway Association and of the Chief Executives of the several Organizations, members of the Board, Paragraph 8 of the above agreement was supplemented by a Resolution of the Board, whereby the time within which a controversy may be submitted to the Board was limited to two years from date of occurrence out of which such controversy arises.

Changes in Personnel

During the period covered by this Report the following changes have taken place in the personnel of the Board:—

February 11, 1930—Mr. W. J. Babe, Vice-President, Brotherhood of Railroad Trainmen, retired, as Member of the Board;
February 11, 1930—Hon. James Murdock, Vice-President, Brotherhood of Railroad Trainmen, succeeded Mr. W. J. Babe, as representative of that Organization on the Board;

August 11, 1930—Hon. G. D. Robertson, Vice-President, Order of Railroad Telegraphers, resigned from the Board temporarily, to take office as Minister of Labour;

August 29, 1930—Mr. J. J. Trainor, Acting Vice-President, Order of Railroad Telegraphers, appointed to replace the Hon. G. D. Robertson as representative of the Order of Railroad Telegraphers, during the latter's temporary absence.

Officers elected during period

December 13, 1927—Mr. W. J. Babe, elected Chairman of the Board (succeeding Mr. Geo. Hodge); re-elected Chairman December 11, 1928; resigned on his retirement from the Board February 11, 1930.

December 13, 1927—Mr. A. E. Crilly, elected Vice Chairman (succeeding Mr. S. N. Berry); re-elected Vice Chairman on December 11, 1928.

February 11, 1930—Mr. A. E. Crilly elected Chairman (succeeding Mr. W. J. Babe).

February 11, 1930—Mr. H. H. Lynch elected Vice Chairman.

Obituary

Mr. R. J. E. Chapple, Secretary, died July 20, 1929.

At present the Board consists of the following Members:—

Mr. A. E. Crilly, Chief of Wage Bureau, Canadian National Railways, Chairman.

Mr. H. H. Lynch, Vice-President, Brotherhood of Locomotive Firemen and Engineers, Vice Chairman.

Mr. S. N. Berry, Senior Vice-President, Order of Railway Conductors.

Mr. S. B. Clement, Chief Engineer, Temiskaming & Northern Ontario Railway Commission.

Mr. R. H. Cobb, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers.

Mr. Geo. Hodge, Assistant General Manager, Canadian Pacific Railway, E.L.

Mr. A. D. MacTier, Vice-President, Canadian Pacific Railway, E.L.

Mr. H. T. Malcolmson, Vice-President and General Manager, Toronto, Hamilton & Buffalo Railway Co.

Hon. James Murdock, Vice-President, Brotherhood of Railroad Trainmen.

Mr. J. J. Trainor, Acting Vice-President, Order of Railroad Telegraphers.

Mr. W. V. Turnbull, Vice-President, Brotherhood of Maintenance of Way Employees.

Mr. A. E. Warren, Vice-President, Canadian National Railways, W.R.

Attached hereto is a summary of the cases submitted to the Board, with a synopsis of the decisions rendered, as well as the financial statement covering the period of this Report,—October 1, 1927, to September 30, 1930. These are issued as a matter of record for the information of all concerned or interested, and in continuation of Reports previously issued, viz:—

First Report, covering period August 7, 1918, to August 31, 1920;

Second Report, covering period September 1, 1920, to September 30, 1923;

Third Report, covering period October 1, 1923, to September 30, 1927.

Copies of any special decision giving in detail the facts and conditions involved, as well as copies of the First, Second and Third Reports, may be obtained on application to the Secretary, Room 701, 437 St. James Street, Montreal, Que.

A. E. CRILLY,
Chairman.

H. H. LYNCH,
Vice Chairman.

CASES

Railways	Case Numbers	Total cases
CANADIAN NATIONAL RAILWAYS—		
Atlantic Region.....	314, 330, 338, 339, 343, 348, 355, Sup. 1 to 348, 357, 358.....	10
Central Region.....	319, 320, 329, 331, 333, 349.....	6
Western Region.....	305, 315, 317, 318, 321, 324, 325, 326, 327, 328, 334, 335, 336, 337, 342, 344, 345, 346, 359, 360.....	20
CANADIAN PACIFIC RAILWAY—		
Eastern Lines.....	None.	
Western Lines.....	311, 313, 340, 341, 350.....	5
TEMISKAMING AND NORTHERN ONTARIO RAILWAY COM- MISSION.....		
	Sup. 1 to 273, 322, 323.....	3
KETTLE VALLEY RAILWAY.....	312.....	1
EDMONTON, DUNVEGAN AND BRITISH COLUMBIA RAILWAY.	332, 347.....	2
NORTHERN ALBERTA RAILWAYS.....	352, Sup. 1 to 352, 353, 354, 356.....	5
ESQUIMALT AND NANAIMO RAILWAY.....	316, 351.....	2
TORONTO, HAMILTON AND BUFFALO RAILWAY COMPANY...	None.	
		54
Organizations		
Brotherhood of Locomotive Engineers.....	Sup. 1 to 273, 312, 315, 317, 318, 319, 333, 337, 340, 341, 343, 344, 349, 360.....	14
Brotherhood of Locomotive Firemen and Enginemen.....	312, 315, 317, 318, 319, 333, 337, 344, 356, 357, 358.....	11
Order of Railway Conductors.....	Sup. 1 to 273, 324, 325, 326, 338, 339, 340.....	7
Brotherhood of Railroad Trainmen.....	Sup. 1 to 273, 305, 322, 323, 325, 326, 327, 328, 338, 339, 348, Sup. 1 to 348, 355, 359.....	14
Order of Railroad Telegraphers.....	313, 314, 320, 321, 332, 334, 335, 336, 342, 345, 346, 347, 350, 351, 352, Sup. to 352, 353.....	17
Brotherhood of Maintenance of Way Employees.....	311, 329, 350, 354.....	4
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.....	316.....	1

ABBREVIATIONS

RAILWAYS

C.N.R. (A.R.).....	Canadian National Railways, Atlantic Region.
C.N.R. (C.R.).....	“ “ “ Central Region.
C.N.R. (W.R.).....	“ “ “ Western Region.
C.P.R. (W.L.).....	Canadian Pacific Railway, Western Lines.
C.P.R. (E.L.).....	“ “ “ Eastern Lines.
K.V. Rly.....	Kettle Valley Railway.
T. & N.O.R.C.....	Temiskaming and Northern Ontario Railway Commission.
E.D. & B.C.R.....	Edmonton, Dunvegan and British Columbia Railway.
N.A. Rlys.....	Northern Alberta Railways.
E. & N.R.....	Esquimalt and Nanaimo Railway.
ORGANIZATIONS	
B. of L.E.....	Brotherhood of Locomotive Engineers.
B. of L.F. & E.....	Brotherhood of Locomotive Firemen and Enginemen.
O.R.C.....	Order of Railway Conductors.
B. of R.T.....	Brotherhood of Railroad Trainmen.
O.R.T.....	Order of Railroad Telegraphers.
M. of W.E.....	Brotherhood of Maintenance of Way Employees.
B. of R. & S.S.C. etc.....	Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Fourth Report of Proceedings—Summary of Cases submitted to the Board
from October 1st, 1927, to September 30th, 1930

Case Nos.	Date Decision Rendered	Parties to Dispute	QUESTION	Synopsis of Decision
305	Dec. 13, 1927	B. of R.T. and C.N.R. (W.R.)	Claim of Freight Trainmen for arbitrary payment of preparatory time. (This case was heard Sept. 14, 1927, and referred back for further evidence.)	Contention of employees not sustained.
311	Dec. 13, 1927	M. of W.E. and C.P.R. (W.L.)	Demotion of Section Foreman..	Claim of Employees not sustained. However, under all the circumstances the Board recommends to the Company a reconsideration of discipline with respect to permanency of reduction in status.
312	Dec. 13, 1927	B. of L.E. B. of L.F. & E. and K.V. Rly.	Assigning of men and naming of terminals.	In view of abnormal conditions surrounding this case, claim of Employees not sustained. This does not mean Employees can be tied up between terminals except as provided in Schedule.
313	Jan. 10, 1928	O.R.T. and C.P.R. (W.L.)	Dismissal of Dispatcher at Lethbridge, Alta.	Under all circumstances involved the length of service and record of employee concerned, Board recommends favourable consideration by the Company of his reinstatement without pay for time lost, such lost time to be regarded as discipline for his share of responsibility.
314	Jan. 10, 1928	O.R.T. and C.N.R. (A.R.)	Claim of Operator while relieving Operator at St. Leonard, N.B.	Claim of employees sustained.
315	Jan. 10, 1928	B. of L.E., B. of L.F. & E. and C.N.R. (W.R.)	Dismissal of Engineer at Winnipeg, Man.	Under all circumstances and in view of apparent joint responsibility for conditions which developed in this case, the claim of employees is sustained to extent that Engineer should be paid for half time lost.
316	Mar. 14, 1928	B. of R. & S.S.C. etc. and E. & N.R.	Effective date of increases agreed upon.	Claim of employees not sustained.
317	Mar. 14, 1928	B. of L.E., B. of L.F. & E. and C.N.R. (W.R.)	Compensation for switch crews used to handle water cars between Edmonton South Yard and Institute for Feeble Minded—a distance of 8-06 miles.	Under all conditions relating to this particular case the claim of employees is not sustained.
318	Mar. 14, 1928	B. of L.E. B. of L.F. & E. and C.N.R. (W.R.)	Claim of engineers and firemen, Jasper, Alta.—Rate for combination service.	The proper basis for payment is at through freight rates and conditions governing such service.
319	Mar. 14, 1928	B. of L.E., B. of L.F. & E. and C.N.R. (C.R.)	Engine crew on trains 241 and 242 between Chambord and St. Felicien being called in advance of their regular leaving time to perform switching service and such time used to make up a short day.	The claim of employees is not sustained.
320	Mar. 14, 1928	O.R.T. and C.N.R. (C.R.)	Seniority of Dispatcher of Levis, Que.	Board recommends in view of fact that telegraphers' schedules have been consolidated, that Company and Organization should get together and eliminate from seniority list of Dispatchers any fictitious dates that may be in effect.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Fourth Report of Proceedings—Summary of Cases submitted to the Board
from October 1st, 1927, to September 30th, 1930—Continued

Case Nos.	Date Decision Rendered	Parties to Dispute	QUESTION	Synopsis of Decision
321	Mar. 14, 1928	O.R.T. and C.N.R. (W.R.)	Dismissal of Dispatcher at Calgary, Jan. 7, 1928.	Under all circumstances claim of employees sustained to extent of reinstatement at Calgary, but without pay for time lost to Mar. 20, 1928.
Sup. No. 1 to 273	July 18, 1928	B. of L.E., O.R.C., B.R.T. and T. & N.O.R.C.	Interpretation as to what constitutes a "stop to set out or pick up a car or cars", and "switching en route". (This case was heard Mar. 13 and 14, 1928, and decision deferred to secure further information.)	Either stops or switches, but not both, may be counted at the same station. At a station where one or more cars are set off on, or lifted from one or more sidings without switching any other cars in order to place or lift these cars, the service counts as a stop without any count for switches.
322	July 18, 1928	B.R.T. and T. & N.O.R.C.	Application of guarantee rule in assigned service Way freight between North Bay and New Liskeard, Ont.	The claim of employees is sustained.
323	July 18, 1928	B.R.T. and T. & N.O.R.C.	Application of guarantee rule in assigned service. Claim of third brakeman in turn around mixed train service between Cochrane and Island Falls, that he is entitled to guarantee of not less than 100 miles per day.	The claim of employees is not sustained.
324	July 18, 1928	O.R.C. and C.N.R. (W.R.)	Interpretation of Rule 42, Art. 5, Conductors' Schedule.	The rule requires that employees charged with an offence involving discipline or dismissal may, if they so desire, meet the party or parties making the charge, at the hearing of an appeal if an appeal be taken as provided for in the schedule.
325	July 18, 1928	O.R.C., B.R.T. and C.N.R. (W.R.)	Payment of back time to crew on Vancouver-Hope passenger run.	Request of employees for payment of back time for entire period of assignment not sustained.
326	Oct. 10, 1928	O.R.C., B.R.T. and C.N.R. (W.R.)	Claim of Conductors and Trainmen for full crew on all passenger trains, whether steam or oil electric trains. (This case was heard on July 17th, 1928, and decision deferred to enable parties to further confer).	In the absence of any agreement to the contrary, the run in dispute between Saskatoon and Edmonton, should be manned with full crew.
327	July 18, 1928	B.R.T. and C.N.R. (W.R.)	Claim of Conductor for time held out of service under Rule 42, Conductors' schedule, for alleged responsibility for 45 minutes delay to passenger extra West.	Contention of employees sustained to extent of payment for loss of round trip commencing July 21, 1927. As the Conductor was not available for trip on July 22nd, claim for payment for round trip commencing that date is denied.
328	July 18, 1928	B.R.T. and C.N.R. (W.R.)	Claim of Brakeman for mileage account of being taken off train No. 10 at Dauphin, May 15, 1927, and deadheaded back to Kamsack on freight.	Under all the circumstances in this particular case the Company's action was justified.
329	July 18, 1928	M. of W.E. and C.N.R. (C.R.)	Claim of Section Gang Mount Royal Tunnel.	The Board does not find any rule in the agreement that provides for a differential between night and day work.
330	July 18, 1928	M. of W.E. and C.N.R. (A.R.)	Claim of Sectionman for time lost. (Hearing in this case delayed from Nov. 1927, at request of Employee's representative).	Claim of employees sustained.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Fourth Report of Proceedings—Summary of Cases submitted to the Board from October 1st, 1927, to September 30th, 1930—Continued

Case Nos.	Date Decision Rendered	Parties to Dispute	QUESTION	Synopsis of Decision
331	July 18, 1928	M. of W.E. and C.N.R. (C.R.)	Claim of Sectionman for time lost. (This case was deferred from Nov. 1927 at request of Employee's representative).	Claim of employees sustained to extent of fifty per cent of time kept out of position, less any remuneration earned up to time he was given position.
332	Oct. 10, 1928	O.R.T. and E.D. and B.C.R.	Dismissal of Agent at Grande Prairie, Alta.	Under all circumstances the Board is of the opinion that removal from the service for a period of one year might reasonably be considered as meeting the requirements of the case in question from the standpoint of discipline, and that the Agent should be restored to the service of the Railway with seniority rights unimpaired, but without pay for time lost.
333	Oct. 10, 1928	B. of L.E., B. of L.F. & E. and C.N.R. (A.R.)	Claim of engineer and fireman for loss of wages.	Contention of employees sustained to extent of payment for actual time held out of service, but not for difference in rates while employed in other service.
334	Oct. 10, 1928	O.R.T. and C.N.R. (W.R.)	Claim of Agent at Allenwater, Ont., for overtime for handling express.	Overtime is payable by the Railways for duty required by them outside of regular tour of duty but not necessarily for exclusively Express service. Overtime having been paid under an arrangement made through the Railway officers, such overtime payments should be continued until such time as there was or is a change of instructions not requiring such duty by the Railways.
335	Oct. 10, 1928	O.R.T. and C.N.R. (W.R.)	Dismissal of Operator at Fort Frances, Ont.	Contention of employees sustained to extent of restoration to service with full seniority rights, but denied with regard to claim for time lost.
336	Oct. 10, 1928	O.R.T. and C.N.R. (W.R.)	Dismissal of Operator at Fort Frances, Ont.	Contention of employees sustained to extent of restoration to service with full seniority rights, but denied with regard to claim for time lost.
337	Oct. 10, 1928	B.L.E., B.L.F. & E. and C.N.R. (W.R.)	Interpretation of Clauses "A" and "D" and detention and switching rule of Engineers and Firemen's schedules on Duluth Winnipeg and Pacific Ry.	Under the circumstances payment as heretofore applied under the rule by mutual understanding to continue in effect.
338	Dec. 11, 1928	O.R.C., B.R.T. and C.N.R. (A.R.)	Claim of Conductors and crews for time July 1st and 2nd, 1927.	Claim of Employees not sustained.
339	Dec. 11, 1928	O.R.C., B.R.T. and C.N.R. (A.R.)	Claim of Conductor and crew for time held away from home terminal.	Claim of employees sustained.
340	Dec. 11, 1928	B.L.E., O.R.C. and C.P.R. (W.L.)	Dismissal of Engineer and Conductor.	Under all circumstances the Board recommends to the Company a reconsideration of discipline as applied to the cases referred to.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Fourth Report of Proceedings—Summary of Cases submitted to the Board
from October 1st, 1927, to September 30th, 1930—Continued

Case Nos.	Date Decision Rendered	Parties to Dispute	QUESTION	Synopsis of Decision
341	Dec. 11, 1928	B.L.E. and C.P.R. (W.L.)	Payment to unassigned engine crews used temporarily in unassigned pusher service and claiming time held en route at an intermediate point.	In the case in dispute the contention of the employees that the unassigned crew used in unassigned pusher service should be paid under B.C. District Local Rule "B", is sustained.
342	Dec. 11, 1928	O.R.T. and C.N.R. (W.R.)	Operators at West Yard Office, Regina, Sask., being required to handle switches.	In the opinion of the Board the Telegraphers at Regina should receive fitting compensation when required to handle ground switches, such compensation to be fixed by agreement between the Railways and the General Chairman.
343	April 9, 1929	B. of L.E. and C.N.R. (A.R.)	Claim of Engineer for reinstatement and payment for time held out of service.	Under all the circumstances the claim of the employees for reinstatement is sustained, but without pay for time held out of service.
344	Aug. 12, 1930	B.L.E., B.L.F. & E. and C.N.R. (W.R.)	Claim of Engineers and Firemen for dead-heading Kamloops to Boston Bar, and Jasper to Blue River. (This case was heard April 9, 1929, and referred back to parties for fuller information. Re-heard Aug. 12, 1930.)	Claim of employees sustained.
345	April 9, 1929	O.R.T. and C.N.R. (W.R.)	Claim of Dispatcher at Prince Albert for Sunday work performed by Operator.	The facts as presented to the Board do not indicate any violation of schedule in the opinion of the Board. The claim of employees is therefore not sustained.
346	April 9, 1929	O.R.T. and C.N.R. (W.R.)	Claim of Dispatcher for pay while awaiting investigation.	Under all the circumstances in this case the claim of employees is not sustained.
347	April 9, 1929	O.R.T. and E.D. & B.C.R.	Claim of Lineman for time held out of service.	Claim of employees is sustained to extent of payment for time lost May 21st to 31st, inclusive.
348	Oct. 8, 1929	B.R.T. and C.N.R. (A.R.)	Dismissal of Conductor for responsibility in a collision.	Conductor to be reinstated. Parties to consider further payment for time out of service.
Sup. 1 to 348	Feb. 11, 1930	B.R.T. and C.N.R. (A.R.)	Claim for time out of service...	Decision already rendered should stand. Claim of employees not sustained.
349	Oct. 8, 1929	B.L.E. and C.N.R. (C.R.)	Claim of Engineer for switching at Cobourg.	Claim of employees not sustained. Service correctly termed "turn-around" should be paid under Art. 7 of schedule
350	Nov. 12, 1929	O.R.T. and C.P.R. (W.L.)	Claim of Operator Kenora Division, idle while junior man employed. (This case was postponed from October meeting on request of Employees' representative.)	Operator should be paid for time lost.
351	Nov. 12, 1929	O.R.T. and E. & N.R.	Charging rental to Telegraphers occupying Company's dwellings.	Telegraphers who accepted positions which had been bulletined as "with" dwellings should not be charged rentals while occupying such positions.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

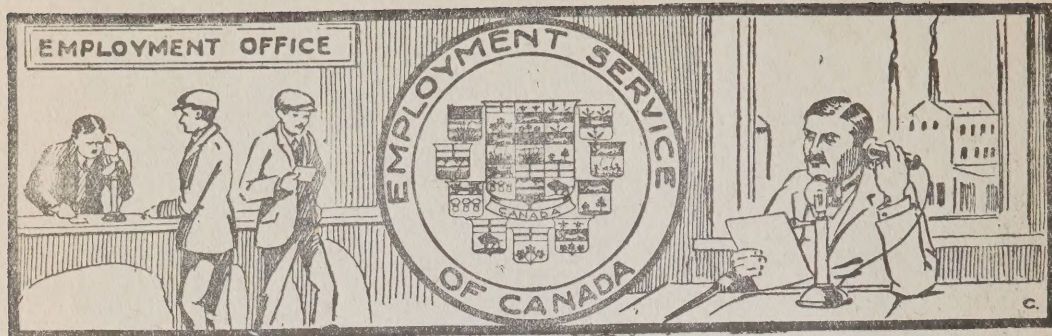
Fourth Report of Proceedings—Summary of Cases submitted to the Board from October 1st, 1927, to September 30th, 1930—Concluded

Case Nos.	Date Decision Rendered	Parties to Dispute	QUESTION	Synopsis of Decision
352	Feb. 11, 1930	O.R.T. and N.A. Rlys.	Dismissal of Lineman at Edmonton, Alta. (This case was postponed from October, 1929, meeting on request of Railway, and deferred at November, 1929, meeting pending the settlement of question of the Board's jurisdiction to deal with the case.)	Lineman reinstated Feb. 15, 1930. No pay for time out of service.
Sup. 1 to 352	Aug. 12, 1930	O.R.T. and N.A. Rlys.	Dismissal and reinstatement of Lineman. Interpretation asked of Board's decision.	Contention of employees sustained.
353	Feb. 11, 1930	O.R.T. and N.A. Rlys.	Discipline assessed Lineman....	Contention of employees not sustained.
354	Feb. 11, 1930	M. of W.E. and N.A. Rlys.	Dismissal of Section Foreman. Claim for reinstatement and pay for time lost. (This case was delayed from meetings of October and November, 1929, pending settlement of question of Board's jurisdiction to deal with the case.)	Contention of employees sustained.
355	Feb. 11, 1930	B.R.T. and C.N.R. (A.R.)	Dismissal of Brakeman. Claim for time out of service.	Contention of employees not sustained.
356	Feb. 11, 1930	B.L.F. & E. and N.A. Rlys.	Claim of Engineer and Fireman for a run-around.	Contention of employees not sustained.
357	April 8, 1930	B.L.F. and E. and C.N.R. (A.R.)	Dismissal of Locomotive Engineer.	Claim of employees not sustained.
358	April 8, 1930	B.L.F. & E. and C.N.R. (A.R.)	Dismissal of Fireman.....	Claim of employees not sustained.
359	Aug. 12, 1930	B.R.T. and C.N.R. (W.R.)	Dismissal of Yardmen at Kamloops, for violation of Rule "G."	Contention of employees not sustained.
360	Aug. 12, 1930	B.L.E. and C.N.R. (W.R.)	Dispute relative to discipline assessed Engineer.	Claim of employees sustained.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Receipts and Expenses October 1st, 1927, to September 30th, 1930

RECEIPTS		EXPENSES	
Balance in Bank October 1, 1927.....	\$ 1,780 86	Furniture, Board Room.....	\$ 93 00
Received October 1st to December 31st, 1927.....	1,924 70	Furniture, office.....	15 00
Received January 1st to December 31st, 1928.....	7,865 00	Office Supplies.....	103 62
Received January 1st to December 31st, 1929.....	7,975 00	Printing.....	1,313 32
Received January 1st to September 30th, 1930.....	5,885 00	Stationery.....	213 04
		Stamps (Postal and Revenue).....	95 06
		Rental and Taxes.....	6,146 98
		Telegraph and Telephone.....	332 13
		Lighting.....	20 12
		Distribution of Report.....	20 00
		Funeral Tokens.....	45 00
		Insurance.....	27 00
		Wages, Bonus and Gratuities.....	13,115 00
			\$ 21,544 27
		Balance in Bank September 30th, 1930.	3,886 29
	\$ 25,430 56		\$ 25,430 56



THE EMPLOYMENT SERVICE OF CANADA

Employment offices are permanently in operation at the following points:

	Telephone		Telephone		Telephone
NOVA SCOTIA:		ONTARIO:		SASKATCHEWAN:	
Halifax (Men's) ...	S1736	Belleville	887	Estevan	241
(Women's) ..	S661	Brantford	361	Moose Jaw	4453
New Glasgow	81	Chatham	236	North Battleford ..	378
Sydney	386	Cobalt ..Témiskaming	152	Prince Albert	2820
NEW BRUNSWICK:		Fort William	S2561	Regina (Men's) ...	5724
Chatham	78	Guelph	1599	(Women's) ..	3506
Moncton	875	Hamilton—		(Teacher's) 2726,	5903
St. John	Main 970	(Men) Regent 4641,	4642	Saskatoon (Men's).	4426
QUEBEC:		(Women) .. Regent	4643	(Women's) ..	3373
Amos		Kingston	1178	Swift Current	2073
Hull	Sherwood 1731	Kitchener	1612	Weyburn	102
Montreal:		London ..Met. 5295,	5296	Yorkton	63
(Men's)	Mar. 8700	Niagara Falls... ..	1221		
Local	28	North Bay... ..	1112		
(Women's) ..	Mar. 8700	Oshawa	547		
Local	126				
Quebec	2-2933	Ottawa—			
Rouyn		(Men) Queen	2027		
Sherbrooke	411	(Women) ..Queen	3760		
Three Rivers	985	Pembroke	375		
MANITOBA:		Peterborough	571		
Brandon	3423	Port Arthur	176		
Dauphin	158	Sarnia	1154		
Winnipeg	27-811	Sault Ste. Marie ..	1063		
ALBERTA:		St. Catharines	1269		
Calgary—		St. Thomas	2001		
(Men's)	M6571	Stratford... ..			
(Women's)	M2738	Sudbury	359		
Drumheller	111	Timmins	218		
Edmonton—		Toronto:			
(Men's)	25365	(Men's)Elgin	4471		
(Women's)	27420	(Women's)... Ad.	7021		
Lethbridge	2603	Windsor	2-2595		
Medicine Hat	2222				

The Employment Service makes no charge to employers or employees.